

Off-Site Objectives



- To affirm **NOS'** vision and strategic direction.
- To solidify a **NOS** protocol for synergy activities.
- To acquire **new skills and tools** for leadership, communications and teamwork (in line with SFA and 360° Survey results).
- To further **develop relationships**, particularly across Office lines.

Process Overview - July 13th



A.M.

- Office Briefings

P.M.

- Budget Focused Discussion
- Synergy Review and Best Practice Formulation

Process Overview - July 14th

Concurrent Workshops

8:00 - 12:00

- How to Deal With Difficult People and Win
- Being Effective In a State of Constant Change
- Stress Management

1:00 - 5:00

- Effective Communications and Teamwork
- Leadership...It Can Be Learned!
- Stress Management

5:00

- Closeout

Process Features

- Focused, manageable agenda.
- No assigned tables.
- Balance of organizational and personal development objectives.

Office Briefings

- Office - 10 minute briefing
- 10 minute Questions/Answers
- Index cards for additional:
 - ~ Questions (Pink)
 - ~ Issues (Yellow)
 - ~ Suggestions (Blue)
- Thoughtful responses - post conference

Synergy Activity: Desired Results



- Receive updates on last year's priorities.
- Present recommendation to SMC for next steps.
- Formulate a NOS Best Practice for working across organizations.



Webster's *II*

Synergy = The combined action of 2 or more substances or agencies to achieve an effect greater than that of which each is individually capable.

Synergy Briefings

- Title and Scope
- Accomplishments
- Next Steps and Recommendations
- Lessons Learned
 - ~ Supports
 - ~ Impediments
- Questions/Answers (5 minutes)

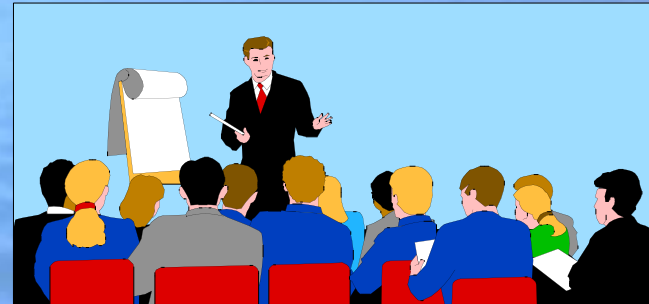


Table Tasks

- Page 8 - Supports/Impediments

- Page 16 - Group Roles

- Page 18 - Brainstorming



- Task = Provide set of Best Practices for work across NOS organizations.

- 45 minutes to complete the task.

- Select Spokesperson.

Report Out Groundrules

Report Out In Turn

- Each group offers *one* item at each round. Do *not* repeat an item offered by another group.
- Continue offering *new* items only for each round.
- Participants may ask questions for clarification only.
- Spokesperson may sit once all items have been presented.

The background of the slide is a blue-toned photograph of a sailboat on a body of water. The boat is positioned in the lower half of the frame, with its sails partially visible. The water shows some ripples, and the sky is a clear, light blue. The overall aesthetic is calm and professional.

Workshops Backdrop

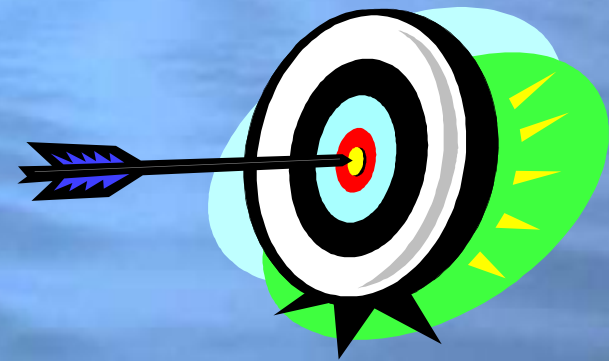
SFA Results - Improvement Targets

Leadership

- Receptivity to Change
- Connectivity to NOAA goals

Organization Measures

- Evaluations based on organizational measures
- Rewards and recognition
- Importance of quality
- Customer focus and support to other NOAA units
- Workload



360° Survey Results - Improvement Targets

Communications

- Two-way exchange
- Information flow
- Open exchange
- Clear delivery

Teamwork

- Delegation
- Mutual respect
- Collaboration
- Consensus decision-making

Leadership

- Role model
- Decision-making
- Performance management


Workshops and Locations

A.M.

- How to Deal With Difficult People and Win:
Surnoff Room
- Being Effective In a State of Constant Change:
Ballroom B
- Stress Management: Thurber Room

P.M.

- Effective Communications and Teamwork:
Surnoff Room
- Leadership...It Can Be Learned!: Ballroom B
- Stress Management: Thurber Room

The background of the slide is a blue-toned photograph of a sailboat on the water. The boat is in the lower half of the frame, and the water has a textured, wavy appearance. The sky is a lighter blue, and the overall image has a soft, slightly grainy quality.

**Evaluations
Please!**